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The College Placement Council 62 Highland Avenue / Bethlehem, PA 18017

The national association for career planning, placement, and recruitment

CPC Salary Survey

NATIONAL Interim Report No. 2, April 1984

The National Interim Report No. 2 provides data on beginning salary offers for the 1983-84 recruiting season made to students graduating between September 1, 1983 and August 31, 1984. Tables on pages 2 through 5 provide data on a national level for the interim period (March 3 through April 6) and cumulatively (September 1 through April 6). The block tables contain data for the interim period only.

SCOPE AND NATURE OF THE SURVEY

The scope, nature, and coverage of the CPC *Salary Survey* are particularly important to the interpretation and proper use of the statistics.

The study surveys a fairly consistent population which includes 187 placement offices at 162 colleges and universities throughout the United States. Offers are reported from employing organizations in business, industry, government, and non-profit and educational organizations. The offers are base starting salary offers and do not include fringe benefits or overtime. The data cover a broad range of functional positions, except teaching. Confidentiality is maintained for the individual, the college, and the employer.

The *Survey* reports offers, not acceptances, with no limit on the number of offers per student. Therefore, offers in the study cannot be equated with actual hires, and when the economic climate changes substantially, the ratio of offers to hires usually changes also, making comparison with other years no longer valid. In those categories where offers are relatively few, the data should be regarded as only an indication.

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APRIL 1984
NATIONAL Interim Report No. 2

AVERAGE MONTHLY SALARY OFFERS

Bachelor's Degree Candidates
(Data Combined for Men and Women)

By Curriculum for All Types of Employers	INTERIM PERIOD (3/3/84 through 4/6/84) Number of Offers	Average	Percentiles 90th	50th	10th	CUMULATIVE (9/1/83 through 4/6/84) Number of Offers	Average	Percentiles 90th	50th	10th
BUSINESS										
Accounting	835	$1,651	$1,875	$1,625	$1,500	4,289	$1,628	$1,833	$1,625	$1,483
Business-General (incl. Management)	458	1,565	1,950	1,583	1,166	1,843	1,519	1,950	1,500	1,120
Marketing & Distribution	167	1,515	1,860	1,500	1,125	761	1,478	1,833	1,455	1,125
HUMANITIES & SOCIAL SCIENCES										
Humanities	71	1,515	2,166	1,386	1,000	224	1,395	2,000	1,333	947
Economics[1]	62	1,667	2,166	1,666	1,196	149	1,536	2,000	1,550	1,125
Other Social Sciences	66	1,611	2,166	1,521	1,083	333	1,370	1,875	1,300	1,000
ENGINEERING										
Aeronautical	51	2,209	2,426	2,220	2,060	193	2,144	2,383	2,158	1,833
Chemical	422	2,311	2,450	2,315	2,164	1,051	2,288	2,450	2,310	2,100
Civil (incl. Construction, Sanitary, & Transportation Engrg.)	118	1,930	2,349	1,900	1,557	533	1,893	2,300	1,856	1,516
Electrical (incl. Computer Engrg.)	1,547	2,228	2,416	2,250	2,042	4,600	2,193	2,400	2,230	1,958
Geological	8	2,209	*	*	*	34	2,040	2,550	2,250	1,120
Industrial	196	2,127	2,333	2,162	1,833	536	2,113	2,333	2,140	1,833
Mechanical	749	2,210	2,400	2,215	2,042	2,391	2,184	2,397	2,200	1,977
Metallurgical (incl. Metallurgy & Ceramic Engrg.)	64	2,226	2,400	2,208	2,075	157	2,209	2,375	2,250	2,012
Mining	5	2,302	*	*	*	27	2,013	2,500	2,083	1,125
Nuclear (incl. Engrg. Physics)	19	2,268	*	*	*	45	2,237	2,375	2,236	2,100
Petroleum	97	2,458	2,800	2,500	2,100	276	2,503	2,825	2,579	2,053
Engineering Technology	102	2,118	2,315	2,147	1,950	441	2,074	2,333	2,100	1,800
SCIENCES										
Agricultural Sciences	26	1,362	1,833	1,400	800	147	1,395	1,900	1,370	1,000
Biological Sciences	15	1,186	*	*	*	45	1,321	1,700	1,250	1,000
Chemistry	30	1,798	2,225	1,825	1,400	78	1,775	2,250	1,767	1,210
Computer Science	534	2,043	2,290	2,083	1,670	1,671	2,017	2,275	2,065	1,666
Health (Medical) Professions	16	1,363	*	*	*	178	1,575	2,083	1,612	1,051
Mathematics	84	1,943	2,216	1,934	1,666	176	1,934	2,220	2,000	1,500
Other Physical & Earth Sciences	26	1,810	2,383	1,990	1,100	100	1,814	2,350	1,953	1,083
Totals	5,768					20,278				

[1]Includes economics programs with both business and social science orientation.
*Not computed for fewer than 20 offers.

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AVERAGE MONTHLY SALARY OFFERS

Bachelor's Degree Candidates
(Data Combined for Men and Women)

By Functional Area for All Types of Employers	INTERIM PERIOD (3/3/84 through 4/6/84) Number of Offers	Average	Percentiles 90th	50th	10th	CUMULATIVE (9/1/83 through 4/6/84) Number of Offers	Average	Percentiles 90th	50th	10th
Accounting/Auditing	850	$1,647	$1,850	$1,625	$1,500	4,305	$1,625	$1,833	$1,625	$1,475
Business Administration	208	1,594	2,020	1,589	1,200	862	1,522	2,000	1,500	1,100
Communications	23	1,609	2,250	1,700	975	108	1,535	2,250	1,417	1,000
Community & Services Orgs. Work	9	1,412	*	*	*	81	1,350	1,865	1,250	958
EDP-Programming/Systems	563	2,033	2,283	2,075	1,667	1,804	2,008	2,275	2,058	1,642
Engineering	3,128	2,224	2,425	2,250	2,000	9,528	2,187	2,417	2,217	1,865
Farm & Natural Resources Management	12	1,337	*	*	*	50	1,345	1,700	1,317	1,000
Finance & Economics	163	1,699	2,083	1,750	1,200	466	1,585	2,000	1,625	1,167
Health (Medical) Services	20	1,319	1,667	1,275	1,000	204	1,521	2,000	1,555	1,000
Manufacturing &/or Industrial Operations	120	2,039	2,383	2,166	1,550	444	2,004	2,375	2,083	1,500
Mathematics/Statistics	78	1,903	2,215	1,916	1,500	152	1,874	2,193	1,916	1,380
Merchandising/Sales Promotion	108	1,388	1,750	1,358	1,080	629	1,376	1,700	1,333	1,083
Personnel/Employee Relations	23	1,438	1,875	1,450	1,000	109	1,439	1,902	1,416	1,000
Research--Non-Scientific	30	1,782	2,333	2,000	1,125	97	1,736	2,333	1,833	1,000
Research--Scientific	113	1,961	2,362	2,140	1,240	319	1,932	2,350	2,066	1,240
Rotational Training--Non-Technical	47	1,495	1,935	1,420	1,125	242	1,402	1,833	1,300	1,083
Rotational Training--Technical	60	2,165	2,308	2,200	1,917	157	2,104	2,400	2,175	1,724
Sales--Non-Technical Degree	177	1,536	2,000	1,500	1,176	635	1,505	1,833	1,500	1,137
Sales--Technical/Scientific Degree	36	2,016	2,292	2,188	1,500	86	1,903	2,292	2,021	1,250
Totals	5,768					20,278				

*Not computed for fewer than 20 offers.

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(Data Combined for Men and Women)

AVERAGE MONTHLY SALARY OFFERS

Master's Degree Candidates
INEXPERIENCED (One year or less
of full-time, non-military employment)

Graduate Program	INTERIM PERIOD (3/3/84 through 4/6/84) Number of Offers	Average	Percentiles 90th	50th	10th	CUMULATIVE (9/1/83 through 4/6/84) Number of Offers	Average	Percentiles 90th	50th	10th
BUSINESS										
Accounting	147	$1,932	$2,166	$1,878	$1,672	461	$1,927	$2,167	$1,917	$1,666
MBA (Non-Technical Undergraduate)	284	2,435	3,083	2,375	1,792	733	2,240	2,917	2,166	1,700
MBA (Technical Undergraduate)	97	2,530	2,958	2,500	2,083	186	2,484	3,000	2,500	2,000
MS-Business (incl. Management, Marketing, Finance, etc.)	43	2,590	3,333	2,550	1,800	130	2,216	3,042	2,083	1,567
Industrial Management (incl. Industrial Administration)	15	2,330	*	*	*	33	2,206	2,708	2,150	1,750
Administration (incl. Public, Hospital, etc.)	1	1,541	*	*	*	13	1,750	*	*	*
HUMANITIES & SOCIAL SCIENCES										
Humanities	9	1,547	*	*	*	23	1,423	1,917	1,333	1,000
Social Sciences	13	1,632	*	*	*	46	1,606	2,250	1,536	1,000
ENGINEERING										
Chemical	29	2,504	2,625	2,500	2,330	107	2,503	2,675	2,500	2,300
Civil (incl. Construction, Sanitary, & Transportation Engrg.)	23	2,274	2,508	2,291	1,917	77	2,258	2,600	2,291	1,833
Electrical (incl. Computer Engrg.)	128	2,575	2,773	2,599	2,383	395	2,550	2,773	2,575	2,300
Industrial	16	2,520	*	*	*	61	2,478	2,692	2,466	2,200
Mechanical	65	2,532	2,733	2,541	2,250	251	2,516	2,725	2,508	2,292
Nuclear (incl. Engrg. Physics)	5	2,423	*	*	*	16	2,483	*	*	*
SCIENCES										
Chemistry	7	2,625	*	*	*	28	2,304	2,833	2,342	1,666
Computer Science	85	2,539	2,720	2,552	2,300	240	2,482	2,758	2,500	2,158
Geology & Related Geological Sciences	18	2,574	*	*	*	46	2,421	2,725	2,500	1,955
Mathematics	15	2,324	*	*	*	30	2,313	2,650	2,270	1,833
Metallurgy (incl. Met. Engrg., Materials Engrg./Science, & Ceramics)	10	2,440	*	*	*	31	2,456	2,650	2,434	2,250
Totals	1,010					2,907				

*Not computed for fewer than 20 offers.

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(Data Combined for Men and Women)

AVERAGE MONTHLY SALARY OFFERS

Master's Degree Candidates - EXPERIENCED[1]

Graduate Program	INTERIM PERIOD (3/3/84 through 4/6/84) Number of Offers	Average	Percentiles 90th	50th	10th	CUMULATIVE (9/1/83 through 4/6/84) Number of Offers	Average	Percentiles 90th	50th	10th
Over 1 to 2 years										
MBA--Non-Technical Undergraduate	76	$2,545	$3,208	$2,510	$1,916	189	$2,458	$3,083	$2,375	$1,750
MBA--Technical Undergraduate	27	2,960	3,583	3,000	2,407	54	2,825	3,417	2,834	2,125
Over 2 to 4 years										
MBA--Non-Technical Undergraduate	140	2,665	3,400	2,667	1,917	227	2,631	3,333	2,500	1,917
MBA--Technical Undergraduate	45	2,866	3,350	3,000	2,250	66	2,810	3,358	2,904	2,166
Over 4 years										
MBA--Non-Technical Undergraduate	83	2,559	3,250	2,500	1,833	186	2,604	3,250	2,666	1,833
MBA--Technical Undergraduate	23	3,035	3,833	3,000	2,250	39	2,963	3,833	2,917	2,167
Totals	394					761				

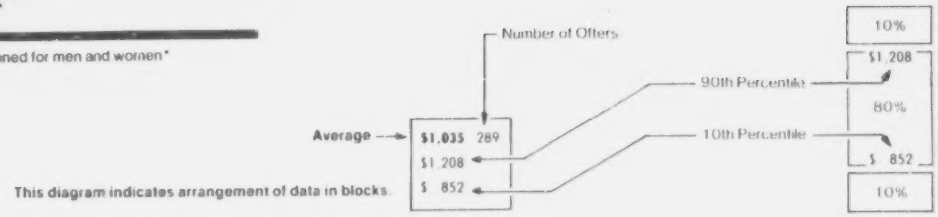
DOCTORAL DEGREE CANDIDATES

ENGINEERING										
Chemical	25	$3,299	$3,532	$3,292	$3,075	56	$3,245	$3,532	$3,250	$3,000
Civil (incl. Construction, Sanitary, & Transportation Engrg.)	4	3,006	*	*	*	9	3,111	*	*	*
Electrical (incl. Computer Engrg.)	17	3,688	*	*	*	59	3,374	3,950	3,500	2,750
Mechanical	13	3,245	*	*	*	24	3,207	3,750	3,250	2,667
SCIENCES										
Chemistry	73	2,972	3,167	2,965	2,833	127	2,933	3,167	2,933	2,675
Mathematics (incl. Oprs. Research, Statistics, & Actuarial Science)	11	2,775	*	*	*	20	2,849	3,475	3,063	2,000
Metallurgy (incl. Met. Engrg., Materials Engrg./Science & Ceramics)	3	2,736	*	*	*	7	3,095	*	*	*
Physics	17	3,343	*	*	*	32	3,185	3,640	3,250	2,625
Totals	163					334				

[1] Years of previous full-time, non-military employment.
* Not computed for fewer than 20 offers.

Monthly beginning salary offers to all candidates by curriculum and employer

National Interim Report ■ April 1984 ■ Data combined for men and women*



This diagram indicates arrangement of data in blocks.

The 90th and 10th percentiles are those salary offers between which 80 percent of the offers in a category are located.

10 percent of the salary offers are higher than the 90th percentile.

10 percent of the salary offers are lower than the 10th percentile.

CURRICULUM	BUSINESS			MANUFACTURING ■ INDUSTRIAL												GOV'T ■ NON-PROFIT		
	Accounting Public	Banking Finance & Insurance	Merchandising (Retail & Whole sale) & Services	Aerospace Electronics & Instruments	Automotive & Mechanical Equipment	Building Materials Mfrs & Construction	Chemicals Drugs & Allied Products	Electrical Machinery & Equipment	Food & Beverage Processing	Glass Paper Packaging & Allied Products	Metals & Metal Products	Petroleum & Allied Products (incl Nat Gas)	Research & Dev Consulting Organizations	Tire & Rubber	Utilities Public (incl transportation)	Government — Federal	Government — Local/State	Non-Profit Orgs & Educational Institutions
BACHELOR'S DEGREE																		
NON-TECHNICAL																		
Accounting	$1,645 629 $1,835 $1,500	$1,600 14	$1,534 26 $1,700 $1,210	$1,778 23 $2,020 $1,600	$1,659 3	$1,479 2	$1,746 13	$1,837 8	$1,650 23 $1,800 $1,500	$1,649 8	$1,533 2	$1,745 58 $1,852 $1,625	$1,490 3	$1,599 5	$1,583 5	$1,294 8	$1,549 4	$1,605 1
Business — General (incl Mgmt.)	$1,699 25 $1,833 $1,500	$1,498 100 $1,890 $1,100	$1,330 99 $1,625 $1,080	$1,735 58 $2,083 $1,417	$1,582 7	$1,588 6	$1,746 35 $1,975 $1,500	$1,698 27 $2,000 $1,166	$1,617 41 $1,942 $1,313	$1,581 12	$1,690 9	$2,017 13	$1,488 10	$1,575 2	$1,650 4	$1,418 7	$1,792 1	$1,329 2
Marketing & Distribution	$1,841 1	$1,602 7	$1,349 78 $1,670 $1,080	$1,617 18	$1,658 7	$1,606 3	$1,755 19	$1,795 4	$1,709 8	$1,736 3	$1,730 5	$1,667 4	$1,028 3		$1,697 6			$1,250 1
Humanities		$1,657 21 $2,166 $1,196	$1,128 22 $1,333 $ 860	$1,705 4		$1,928 3	$1,783 4	$2,092 3	$2,000 1	$1,700 1	$1,625 1		$1,777 5		$1,666 1		$1,416 1	$1,154 4
Economics	$1,759 2	$1,501 23 $2,083 $1,167	$1,507 8	$1,998 6		$1,417 1	$1,827 2	$1,908 4	$1,459 3	$2,013 2	$1,600 1	$1,800 1	$2,100 5		$2,046 2	$1,150 1	$1,054 1	
Other Social Sciences		$1,880 17	$1,423 27 $1,917 $1,041	$1,780 8		$1,542 1	$1,833 1	$1,400 1	$1,267 2			$1,619 1	$1,667 3		$2,250 1	$1,115 1	$1,612 1	$1,411 2
MASTER'S DEGREE—INEXPERIENCED																		
MBA — Non Technical Undergraduate Degree	$1,972 54 $2,333 $1,700	$2,641 107 $3,484 $1,833	$2,218 19	$2,304 22 $2,583 $2,100	$2,420 3	$1,667 1	$2,768 17	$2,366 9	$2,775 20 $3,042 $2,500	$2,333 1	$2,200 1	$2,602 4	$2,423 19		$2,411 6	$1,420 1		
MBA — Technical Undergraduate Degree	$2,155 11	$2,863 18	$2,280 4	$2,471 17	$2,772 5	$2,643 5	$2,502 9	$2,445 5	$2,954 2	$2,639 3		$2,341 6	$2,378 9		$2,661 3			
BACHELOR'S SUMMARY																		
Non-Technical Curricula	$1,647 657 $1,835 $1,500	$1,564 182 $2,083 $1,166	$1,354 260 $1,666 $1,041	$1,741 117 $2,083 $1,420	$1,627 17	$1,628 16	$1,754 74 $2,000 $1,500	$1,766 47 $2,083 $1,200	$1,626 78 $2,000 $1,313	$1,658 26 $2,000 $1,200	$1,675 18	$1,786 77 $2,000 $1,610	$1,584 29 $2,333 $ 960	$1,592 7	$1,800 19	$1,322 17	$1,589 8	$1,275 10
Technical Curricula	$1,926 38 $2,200 $1,625	$1,811 78 $2,208 $1,417	$1,688 38 $2,333 $1,051	$2,206 1910 $2,383 $2,041	$2,268 164 $2,441 $2,000	$2,002 68 $2,275 $1,666	$2,231 447 $2,417 $2,000	$2,218 222 $2,375 $2,041	$2,153 60 $2,333 $1,750	$2,169 70 $2,425 $1,850	$2,183 139 $2,300 $2,050	$2,363 301 $2,665 $2,000	$2,047 128 $2,417 $1,460	$2,214 50 $2,290 $2,083	$2,189 185 $2,445 $1,833	$1,772 155 $2,142 $1,448	$1,805 38 $2,677 $1,200	$1,554 18

Data in block tables are for period 9/1/83 through 4/6/84

Bachelor's Degree

TECHNICAL

CURRICULUM	BUSINESS			MANUFACTURING ■ INDUSTRIAL											GOVT ■ NON-PROFIT		
	Accounting Public	Banking Finance & Insurance	Merchandising (Retail & Wholesale) & Services	Aerospace Electronics & Instruments	Automotive & Mechanical Equipment	Building Materials Mfrs & Construction	Chemicals Drugs & Allied Products	Electrical Machinery & Equipment	Food & Beverage Processing	Glass Paper Packaging & Allied Products	Metals & Metal Products	Petroleum & Allied Products (incl. Nat. Gas)	Research &/or Consulting Organizations	Tire & Rubber	Utilities – Public (incl. Transportation)	Government – Federal	Government – Local/State	Non-Profit Orgs & Educational Institutions
Aeronautical Engineering				$2,296 44 $2,448 $2,060	$2,383 2			$2,260 1							$1,074 2	$2,217 2		
Chemical Engineering			$2,379 2	$2,243 39 $2,391 $2,083	$2,262 6	$1,915 3	$2,317 206 $2,425 $2,175	$2,569 3	$2,321 17	$2,269 24 $2,425 $2,184	$2,197 6	$2,397 75 $2,625 $2,200	$2,322 3	$2,267 24 $2,290 $2,230	$2,220 10	$2,012 4		
Civil Engineering (incl. Construction, Sanitary & Transportation Engrg.)			$1,725 2	$2,114 15	$1,747 2	$1,897 34 $2,100 $1,516	$2,300 3	$2,150 1			$1,975 2	$2,276 7	$1,993 15	$1,950 1	$1,890 11	$1,706 13	$1,736 12	
Electrical Engineering (incl. Computer Engrg.)	$2,152 4	$1,768 2	$1,987 5	$2,250 1044 $2,405 $2,100	$2,295 44 $2,417 $2,167	$2,153 7	$2,292 50 $2,414 $2,125	$2,245 102 $2,408 $2,110	$2,320 6	$2,237 12	$2,200 20 $2,300 $2,150	$2,391 30 $2,500 $2,250	$2,272 32 $2,500 $2,000	$2,234 3	$2,261 83 $2,460 $2,083	$1,786 93 $2,142 $1,449	$2,563 9	$2,300 1
Geological Engineering			$1,700 2									$2,379 6						
Industrial Engineering	$1,998 15		$1,375 1	$2,106 69 $2,283 $1,900	$2,254 17	$2,164 11	$2,216 23 $2,360 $2,033	$2,209 14	$2,156 7	$2,087 5	$2,175 12	$1,987 2	$2,068 7	$2,054 2	$2,154 7	$1,829 3	$1,500 1	
Mechanical Engineering	$1,666 2	$2,362 1	$2,363 2	$2,196 290 $2,340 $2,083	$2,284 77 $2,450 $2,000	$2,075 4	$2,237 90 $2,335 $2,100	$2,222 66 $2,330 $2,033	$2,250 16	$2,197 23 $2,425 $1,675	$2,195 58 $2,300 $2,075	$2,366 39 $2,625 $2,036	$2,102 11	$2,197 18	$2,169 35 $2,425 $1,750	$1,788 14	$2,068 2	$2,100 1
Metallurgical Engineering (incl. Metallurgy & Ceramic Engrg.)				$2,178 15	$2,305 8	$1,990 1	$2,255 4	$2,125 1			$2,218 29 $2,300 $2,075	$2,337 2	$2,650 1		$2,205 2	$2,166 1		
Mining Engineering								$2,208 1			$2,400 2	$2,250 2						
Nuclear Engineering (incl. Engrg. Physics)				$2,293 5			$2,234 2	$2,500 1					$2,240 4		$2,242 7			
Petroleum Engineering								$2,232 1				$2,466 95 $2,800 $2,100			$1,916 1			
Engineering Technology		$2,250 1		$2,131 60 $2,251 $2,000	$2,225 2	$2,118 4	$1,754 6	$2,240 8			$2,153 6	$2,360 5	$2,094 3		$2,096 5	$1,442 1	$1,667 1	
Agricultural Sciences		$1,428 3	$ 920 2	$1,400 1	$1,150 2		$1,358 1	$1,200 1	$1,653 8	$1,583 1	$ 800 1					$1,416 2	$1,298 3	$ 780 1
Biological Sciences			$1,100 2				$ 971 2						$1,270 7			$1,125 1		$1,212 3
Chemistry				$2,158 3			$1,845 16		$1,750 2	$1,775 2	$1,930 1	$1,950 1	$1,183 3		$2,050 1	$1,400 1		
Computer Sciences	$1,877 14	$1,704 19	$1,717 16	$2,102 302 $2,300 $1,900	$2,415 3	$2,108 3	$2,038 42 $2,250 $1,850	$2,064 18	$2,125 2	$1,771 2	$1,983 1	$2,085 32 $2,267 $1,950	$2,025 34 $2,308 $1,500	$2,005 2	$2,125 20 $2,308 $1,833	$1,779 17	$1,421 3	$1,853 4
Health (Medical) Professions		$1,000 1	$1,126 2														$1,343 5	$1,479 8
Mathematics	$1,896 2	$1,890 49 $2,183 $1,641		$2,138 15	$2,498 1	$1,900 1	$1,879 2	$2,063 4	$1,875 2		$1,950 1		$1,987 4		$2,150 1	$1,289 2		
Other Physical & Earth Sciences	$1,196 1	$1,432 2	$1,367 2	$2,264 8						$1,005 1		$1,869 5	$1,927 4			$1,583 1	$1,259 2	